

PREVAILED

Roll Call No. \_\_\_\_\_

FAILED

Ayes \_\_\_\_\_

WITHDRAWN

Noes \_\_\_\_\_

RULED OUT OF ORDER

## HOUSE MOTION \_\_\_\_\_

MR. SPEAKER:

I move that Engrossed Senate Bill 575 be amended to read as follows:

- 1           Page 9, between lines 5 and 6, begin a new line block indented and
- 2           insert:
- 3           **"(4) Procedures to ensure compliance with the federal Family**
- 4           **and Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.).**
- 5           **(5) Workplace harassment policies pertaining to any**
- 6           **unwelcome or unwanted conduct that denigrates or shows**
- 7           **hostility or an aversion toward another person on the basis of**
- 8           **any characteristic protected by law, which includes an**
- 9           **individual's race, color, gender, ethnic or national origin, age,**
- 10          **religion, disability, marital status, sexual orientation, gender**
- 11          **identity, or other personal characteristic protected by law.**
- 12          **(6) Environmental work conditions, including the mediation**
- 13          **of possible health hazards and known carcinogens.**
- 14          **(7) Progressive discipline procedures and termination policies.**
- 15          **(8) Grievance procedures.**
- 16          **(9) Bereavement leave.**
- 17          **(10) Absence or leave to care for the health and welfare of a**
- 18          **child.**
- 19          **(11) Procedures to request a reasonable accommodation**
- 20          **under the federal Americans with Disabilities Act (42 U.S.C.**
- 21          **12181 et seq.).**
- 22          **(12) Break times and procedures.**
- 23          **(13) Policies for determining excused and unexcused absences**
- 24          **due to illness.**

- 1           **(14) Employee assistance programs, which include but are not**  
2           **limited to:**  
3           **(A) drug and alcohol treatment;**  
4           **(B) addiction services;**  
5           **(C) mental health services;**  
6           **(D) anger management; and**  
7           **(E) domestic relations counseling."**  
8       Page 10, line 19, delete "except" and insert "**except:**  
9           **(A) "**  
10       Page 10, line 20, delete "law." and insert "**law; and**  
11           **(B) environmental work conditions, including the**  
12           **mediation of possible health hazards and known**  
13           **carcinogens."**  
          (Reference is to ESB 575 as printed April 8, 2011.)

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Representative Pelath